

9 September 1966

MEMORANDUM FOR THE RECORD

SUBJECT: General: NPIC Photographic Laboratory Branch  
Specific: Interpretation of Agency Regulations on Payment  
of Night Differential in Conjunction with  
Payment of Overtime

25X1 1. On 9 September 1966 I called [ ] Chief,  
25X1 Vouchered Payroll Branch, Compensation and Tax Division, Office of  
Finance. [ ] had been identified to me by the budget and  
fiscal officer of NPIC as the "authority" to whom NPIC referred its  
questions concerning payment of night differential.

25X1 2. I asked [ ] how he interpreted the provision of  
25X1 [ ] that pertains to payment of night differential in  
conjunction with payment for overtime. He said that night differ-  
ential could be paid if the employee was required to work overtime  
into another shift because someone on the second shift failed to  
report for duty. He also said that the Office of Finance did not  
question T&A certifications on entitlements to night differential  
pay. When I read to him the precise wording of [ ], he  
25X1 backtracked and said that night differential could be paid in  
conjunction with overtime when the employee was working on "another  
regularly scheduled" shift. He said there was no requirement that  
the employee working overtime be replacing someone on the other  
shift. I asked if there was anything in writing on this point.  
He said he would check and call me later. He said that his office  
relied almost exclusively on the interpretations appearing in the  
GAO's Civilian Pay Manual.

25X1 3. [ ] called later in the afternoon and said that  
25X1 he knew of no written guidance to T&A clerks supplementing [ ]  
25X1 He also commented that the wording of [ ] was unusually pre-  
cise and that the example given should clarify any doubts. I then  
asked if it were not rather widely believed within the Agency that  
an employee working overtime on another shift had to be replacing  
someone in order to be paid night differential. He said that he  
thought that this might very well be a common belief. I did not  
remind him of the fact that this was precisely the interpretation  
he gave me--until I took issue with him.

25X1 [ ]